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This report on professional growth requirements for classroom teachers in the United States presents data showing the amount of professional growth required for salary increments in the 307 reporting school systems. The survey includes data on (1) semester-hour requirements and time limits specified, (2) activities required in each system, (3) provisions for time off from regular duties, (4) practices in requiring prior approval of activities, (5) whether sabbatical leave activities are counted, and (6) who evaluates the activities. In addition to the tables listing information by State and school district, summary tables giving an overview of professional growth practices are included. (TT)

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RESEARCH REPORT 1966-R11

Professional Growth Requirements, 1965-66

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RESEARCH DIVISION – NATIONAL EDUCATION ASSOCIATION

July 1966

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FOREWORD

Every 15 years the volume of knowledge doubles. Much of what teachers learn at college is obsolete only a few years after they enter classroom teaching. Concerned teachers, therefore, are constantly furthering their professional competence by study and work outside the classroom.

School systems have a responsibility to motivate, guide, and reward teachers' activities toward professional growth. One way to do this is to relate professional growth to the salary schedule. All teachers' salary schedules do this to some extent by scheduling higher salaries for those who have acquired advanced degrees. This report, however, concerns a practice now followed in about a third of the large school systems, that of requiring teachers to obtain a certain number of semester hours within a specified period of time in order to qualify for regular salary increments. Many systems broaden the scope of the requirements to include workshops, travel, committee work, and professional association leadership among acceptable professional growth activities.

This study covers the policy on professional growth in 207 school systems with enrollments of 6,000 or more. It was made under the direction of Lois N. Webb, Research Assistant, with advice from Jack H. Kleinmann, Assistant Director, and Gertrude N. Stieber, Research Associate.

HAZEL DAVIS
Director, Research Division

INTRODUCTION

The 1965-66 Research Division survey of salary schedules for classroom teachers[1/] disclosed that nearly a third of the large school systems (6,000 or more enrollment) required teachers to show evidence of professional growth at stated intervals in order to earn regular salary increments. Such a requirement is a hurdle that teachers must pass to move vertically on the salary scale; it does not refer to work taken in order to move horizontally to a higher training classification.

The salary schedule report gave the amount of professional growth required for salary increments for each of 334 school systems reporting such a requirement. To find further details about professional growth requirements, a short questionnaire was mailed to the 334 school systems. Of the questionnaires sent, 326, or 97.6 percent, were returned. Of those returned, 19 were omitted from the tabulations for this report because the school systems indicated that their professional growth requirements had been dropped since the 1965-66 survey or it was found that the professional growth requirements were for the renewal of state certificates rather than to meet local policy. Thus, a total of 307 school systems are included in this report.

The report gives information on professional growth requirements individually for each of the 307 reporting systems. Listed in column 2 are the semester-hour requirements and time limits specified. Columns 3-13 report the activities accepted as fulfilling requirements in each system. Columns 14-17 give administrative practices on professional growth, including whether teachers are given time off from regular duties for these activities, whether sabbatical leave activities may be counted toward professional growth requirements, whether prior approval is required before teachers undertake their professional growth program, and who evaluates the activities to see if they meet school system requirements.

Number of Hours Required

The requirements for professional growth are usually stated in semester hours, as listed in column 2. The number of hours required and the time periods for them are so varied that no summary is possible. A few systems list quarter hours or credits. Many systems which accept activities other than college courses assign points to each activity; these points can then be translated into equivalent college credits. Most school systems, however, require that at least part of the professional growth requirement be met through college work.

Activities Accepted

Table 1 lists the percents of school systems reporting each activity accepted as fulfilling professional growth requirements. All systems accept college courses for credit. Most require that such courses be at the graduate level or at least in the upper division of the college.

Only 12.4 percent of the reporting systems pay any part of the cost of college courses taken to fulfill professional growth requirements, as shown in Table 2. Of those systems which do, the general practice is to pay part of the cost of each course taken, as reported by 9.4 percent. One percent pay the cost of <u>each</u> course and 1 percent pay part or all the cost of <u>some</u> courses, usually those needed to prepare for a curriculum change. These school systems sometimes arrange with a local college for certain courses to be given in the public schools free to selected teachers and with college credit offered.

Workshops or inservice training sponsored by the school system (column 5 in the individual listing) were accepted by 81.8 percent of the reporting systems as fulfilling professional growth requirements.

Travel (column 6 in the individual listing) was reported by 66.8 percent of the systems. Rules concerning travel are usually strict. In most systems, travel can meet only a portion of the professional growth requirements. Sometimes it is accepted only from teachers with long service or with many hours of college credit beyond the master's degree. Trips usually must be extensive in length, perhaps a minimum of 1,000 or 2,000 miles away from the school

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1/ National Education Association, Research Division. <u>Salary Schedules for Classroom Teachers, 1965-66</u>. Research Report 1965-R15. Washington, D. C.: the Association, October 1965. 128 p.

system, and lasting for a minimum of two weeks. Some systems require a detailed itinerary to be submitted in advance of the trip along with evidence of advance preparation through reading and special courses. Teachers are frequently required to submit a detailed report within a short time after returning from the trip.

Noncredit courses or institutes not sponsored by the school system (column 4) are accepted by 44.6 percent of the school systems. These courses might be sponsored by local professional associations, by colleges as noncredit courses, by the state, or by the federal government under the National Defense Education Act or the Civil Rights Act.

Of the 137 systems that accept workshops or institutes not sponsored by the school system as fulfilling professional growth requirements, only 8.7 percent pay any of the cost of any course, as shown in Table 2.

The other activities accepted as fulfilling professional growth requirements are listed by rank in Table 1. "Other" includes college teaching, first-aid courses, and exchange teaching in a foreign country.

Time Off from Regular Duties

Table 3 shows that 15.0 percent of the reporting systems allow teachers to take short periods of time off from their regular duties in order to pursue their professional growth activities. This policy is found in higher percents of those systems with enrollments of less than 25,000. The most common practice reported was to allow several hours a week off, with no pay deducted. Several systems added that substitute or relief teachers were also paid by the system to fill in for the absent teacher. Some systems allowed time off more or less as fitted the situation, sometimes giving teachers several half-days a year to attend workshops or sometimes allowing a teacher to leave school before the end of the term in order to attend an NDEA institute. Only 6 of the 46 systems which allowed time off deducted any pay from teachers' salaries.

Prior Approval of Activities

A total of 70.6 school systems require approval of some or all professional growth activities before they are undertaken, as shown in Table 4. In school systems where prior approval is not required, the professional growth requirements are often spelled out in such detail that checking with school officials would not be necessary. Often school systems which do not require prior approval accept only college courses. Approval for all activities except college courses was reported by 4.2 percent of the school systems. Approval for travel only was required by 2.9 percent. Approval for other reasons, such as when the system paid part of the cost of a course or when time off from regular duties was necessary was reported by 2.3 percent.

Sabbatical Leave Activities

Table 5 shows that in 63.2 percent of the reporting systems, activities pursued while on sabbatical leave, if they otherwise meet the requirements, are accepted for the professional growth requirement. Only 202 of the 307 reporting systems provide sabbatical leave. Of these systems, 96.0 percent accept these activities for professional growth.

Evaluation of Activities

When teachers complete their professional growth activities, someone in the school system must evaluate the activities before the teachers are eligible for their salary increments. Table 6 shows that in the systems in Strata 1-3 and in Stratum 4, the personnel administrator is most likely to have this responsibility, and in Stratum 5, it is the superintendent. Only 32.3 percent of the reporting systems have classroom teachers represented on the evaluation committee. A committee composed only of administrative and supervisory personnel as evaluators was reported by 7.2 percent. Other persons, mentioned by 5.9 percent of the systems, included salary analyst, director of curriculum, directors of elementary and secondary education, principals, and division heads.

TABLE 1.--ACTIVITIES ACCEPTED AS FULFILLING PROFESSIONAL GROWTH REQUIREMENTS IN 307 REPORTING SCHOOL SYSTEMS, 1965-66

Professional growth activity	Total	Strata by enrollment		
		1-3--25,000 or more	4--12,000-24,999	5--6,000-11,999
1	2	3	4	5
College courses for credit	100.0%	100.0%	100.0%	100.0%
Workshops or inservice training, sponsored by school system	81.8	80.4	81.0	82.4
Travel	66.8	69.6	69.6	64.8
Noncredit courses or institutes, not sponsored by school system	44.6	43.5	43.0	45.6
Research	34.9	45.7	34.2	32.4
Work on school committee	32.9	37.0	32.9	31.9
Professional writings	29.0	39.1	22.8	29.1
Attendance at professional conferences and conventions	21.8	26.1	17.7	22.5
Supervision of student teaching	14.7	13.0	11.4	16.5
Holding office in professional association	13.7	15.2	10.1	14.8
Committee work in professional association	11.4	13.0	10.1	11.5
Community projects	9.4	17.4	7.6	8.2
Work experience	3.9	8.7	3.8	2.7
Other	6.5	4.3	3.8	8.2
Number reporting	307	46	79	182

TABLE 2.--PERCENT OF SCHOOL SYSTEMS WHICH PAY ALL OR PART OF THE COST OF COURSES TAKEN BY TEACHERS TO FULFILL PROFESSIONAL GROWTH REQUIREMENTS, 1965-66

Amount of payment toward courses	Total	Strata by enrollment		
		1-3--25,000 or more	4--12 000-24,999	5--6,000-11,999
1	2	3	4	5
Toward college course for credit				
Part of cost of each course	9.4%	2.2%	8.8%	11.5%
Total cost of each course	1.0	...	1.3	1.2
Part of cost of some courses	0.7	2.2	...	1.2
Total cost of some courses	0.3	...	1.3	...
Practice varies	1.0	...	2.5	0.5
Total	12.4%	4.4%	13.9%	14.4%
Number accepting college courses for credit	307	46	79	182
Toward noncredit courses or institutes, not sponsored by the school system				
Part of cost of each course	2.9%	...	...	4.8%
Total cost of each course	2.9	...	...	4.8
Total cost of some courses	0.7	...	2.9%	...
Practice varies	2.2	...	2.9	2.4
Total	8.7%	...	5.8%	12.0%
Number accepting noncredit courses or institute	137	20	34	83

TABLE 3.--PERCENT OF SCHOOL SYSTEMS WHICH GIVE TEACHERS TIME OFF FROM REGULAR DUTIES TO PURSUE PROFESSIONAL GROWTH REQUIREMENTS (NOT INCLUDING LONG-TERM LEAVES OF ABSENCE), 1965-66

Amount of time off, with or without salary deducted	Total	Strata by enrollment 1-3--25,000 or more	4--12,000-24,999	5--6,000-11,999
1	2	3	4	5
Several hours a week, with full pay ...	10.4%	4.3%	7.6%	13.2%
Several hours a week, with pay deducted	1.3	...	2.5	1.1
Other, with full pay ...	2.6	...	7.6	1.1
Other, with pay deducted	0.7	...	1.3	0.5
Total giving time off ...	15.0%	4.3%	19.0%	15.9%
Number reporting ..	307	46	79	182

TABLE 4.--PERCENT OF SYSTEMS REQUIRING PRIOR APPROVAL OF PROFESSIONAL GROWTH ACTIVITIES, 1965-66

Prior approval required	Total	Strata by enrollment 1-3--25,000 or more	4--12,000-24,999	5--6,000-11,999
1	2	3	4	5
For all professional growth activities ..	61.2%	39.1%	58.2%	68.1%
For nonacademic activities only	4.2	6.5	6.3	2.8
For travel only	2.9	6.5	1.3	2.8
For other reasons ...	2.3	4.4	2.5	1.6
Total requiring prior approval ..	70.6%	56.5%	68.3%	75.3%
Number reporting..	307	46	79	182

TABLE 5.--PERCENT OF SYSTEMS IN WHICH COURSES OR ACTIVITIES UNDERTAKEN WHILE ON SABBATICAL LEAVE ARE COUNTED TOWARD PROFESSIONAL GROWTH REQUIREMENTS, 1965-66

Sabbatical leave activities counted	Total	Strata by enrollment 1-3--25,000 or more	4--12,000-24,999	5--6,000-11,999
1	2	3	4	5
Yes, if they meet requirements	63.2%	69.9%	72.2%	59.9%
No	2.6	4.3	...	3.3
No sabbatical leave provided .	27.0	23.9	21.5	30.2
Not indicated	7.2	10.9	6.3	6.6
	100.0%	100.0%	100.0%	100.0%
Number reporting.	307	46	79	182

TABLE 6.--PERSONS RESPONSIBLE FOR EVALUATING PROFESSIONAL GROWTH ACTIVITIES, 1965-66

Who evaluates activities	Total	Strata by enrollment 1-3--25,000 or more	4--12,000-24,999	5--6,000-11,999
1	2	3	4	5
Superintendent ...	44.7%	22.7%	31.6%	56.1%
Personnel administrator	32.3	45.7	44.3	23.1
A committee which includes classroom teachers ..	32.3	30.5	35.5	31.3
A committee of administrators and supervisory personnel .	7.2	15.2	8.8	4.3
Other	5.9	10.9	3.7	5.5
Not indicated	3.9	6.5	5.0	2.7
Number reporting .	307	46	79	182

PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a/]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities counted	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Strata 1-3--Enrollment 25,000 or more																	
ALABAMA																	
Birmingham	6 hrs by steps 5 and 6	X	X	...	...	...	...	...	...	...	...	...	No	NSL	No	Com. of adms. and supers.	...
ARIZONA																	
Phoenix (H. S.)	4 hrs each 5 yrs	X	...	X	X	...	X	X	...	...	...	...	No	Yes	Yes	Pers. adm. and com.	...
CALIFORNIA																	
Anaheim (H. S.)	6 hrs each 6 yrs	X	X	X	X	X	X	...	...	...	X	...	No	Yes	Yes	Com. with classroom tchrs.	Supervision of student teaching also accepted.
Fresno	4 hrs each 4 yrs	X	...	X	X	...	...	X	...	...	...	...	No	Yes	NA	Com. with classroom tchrs.*	*Committee appointed by Fresno Teachers Assn.
Hayward	6 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	...
Mt. Diablo, Concord ...	6 hrs each 5 yrs	X	X	X	X	...	X	X	...	X	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Pasadena	6 hrs by steps 6 and 10	X	...	X	X	X	X	...	X	...	...	...	No	Yes	No	Pers. adm.	Supervision of student teaching also accepted.
Sacramento	6 hrs each 3 yrs	X	X	X	X	X	X	X	X	X	...	X	No	Yes	Yes	Com. with classroom tchrs.	...
San Diego	4 hrs each 4 yrs	X	...	X	X	X	X	...	...	...	X	...	No	Yes	Yes*	Supt., pers. adm., and com. with classroom tchrs.	Work experience also accepted. *Approval required for travel only.
San Jose	9 hrs each 5 yrs	X	X	X	X	...	X	...	...	...	...	X	No	Yes	No	Pers. adm.	Supervision of student teaching also accepted.
San Francisco	B.A.--6 yrs each 3 yrs B.A.+30--6 hrs each 4 yrs; B.A.+60--6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Salary Coord.	...
Stockton	4 hrs each 4 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	No	Supt.	...
Torrance	6 hrs each 3 yrs	X	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	...

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
COLORADO																	
Denver	45 qtr hrs in 1st 3 yrs	X*	...	...	...	...	...	...	...	...	...	...	No	Yes	No	Salary Analyst	*Half tuition paid to tchrs taking guidance and counseling; also, for summer workshops (up to 15 hrs) at U. of Denver.
Pueblo	B.A.--12 qtr hrs at steps 4 and 8 M.A.--12 qtr hrs at steps 5 and 9	X	...	X	X	...	...	X	...	...	...	...	No	Yes	No	Pers. adm.	Supervision of student teaching also accepted.
GEORGIA																	
Atlanta	5 qtr hrs each 2 yrs after step 5	X*	...	X	X	...	...	...	...	...	...	...	No	NSL	Yes**	Pers. adm.	*Higher salary schedules for tchrs on career dev. program. **Approval required for travel and career dev. program only.
Bibb Co., Macon	6 hrs each 5 yrs	X	X	X	X	X	...	...	...	...	...	...	No	NSL	Yes	Supt. and pers. adm.	...
De Kalb Co. ..... (excl. Decatur)	B.A.--6 hrs	X	X	X	X	X	...	X	...	...	...	...	Yes	Yes	Yes*	Supt., pers. adm., and com. of adms. and supers.	*Approval required when salary is paid for time off.
Fulton Co. ..... (excl. Atlanta)	3 hrs each 3 yrs	X	X	X	X	X	X	X	...	X	...	X	Yes*	Yes	No	Supt. or asst. supt.	*Several half-days off a yr.
Muscogee Co., Columbus.	10 qtr hrs each 5 yrs	X	...	...	X*	...	...	...	...	...	...	...	No	NA	No	NA	*Travel accepted once in 20 yrs.
Savannah-Chatham Co., Savannah	B.A.--10 qtr hrs each 5 yrs M.A.--10 qtr hrs each 7 yrs	X	X	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Supt., pers. adm., and com. with classroom tchrs.	...
ILLINOIS																	
Rockford	5 hrs each 5 yrs	X	...	X	X	X	...	...	...	...	...	...	No	Yes	Yes	Asst. to supt.	...
INDIANA																	
Evansville	6 hrs each 5 yrs	X	X	X	X	X	X	X	X	...	...	X	No	NA	No	Com. with classroom tchrs.	...
IOWA																	
Des Moines	6 hrs each 5 yrs after step 10	X	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Com. of adms. and supers.	Activities other than college credit approved by Equivalency Credit Com. on individual basis.
KANSAS																	
Kansas City	6 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NA	NA	Supt. and pers. adm.	...

NA = Not available.
NSL = No sabbatical leave.
a/ Semester hours unless otherwise stated.

PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a/]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School work shops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Strata 1-3--Enrollment 25,000 (Continued)																	
KANSAS (Continued)																	
Wichita	6 hrs each 5 yrs	X	...	X	X	...	...	...	...	...	...	...	No	NSL	Yes*	Com. of adms. and supers.	Work experience also accepted. *Approval required for travel and work experience only.
KENTUCKY																	
Jefferson Co. (excl. Louisville)	B.A.--8 hrs each 4 yrs	X	X	X	X	...	...	...	...	...	...	...	No	NSL	No	Supt. and pers. adm.	...
Louisville	6 hrs each 4 yrs	X	...	X	X	X	X	X	X	X	X	X	No	NA	No	Com of adms. and supers.	...
MARYLAND																	
Baltimore	6 hrs 1st 3 yrs; M.A. by 10 yrs	X	X	X	...	X	X	X	...	...	X	...	No	Yes	Yes	Pers. adm. and com. with classroom tchrs.	Work experience also accepted.
MASSACHUSETTS																	
Worcester	6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NSL	Yes	Deputy supt. and pers. adm.	...
MICHIGAN																	
Lansing	2 hrs each 3 yrs	X	X	X	X	X	X	X	X	X	X	X	No	Yes	No	Com. of adms. and supers.	...
MISSOURI																	
Kansas City	B.A.--4 hrs each 6 yrs; M.A.--3 hrs each 6 yrs	X	...	X	X	X	X	...	...	...	...	X	No	Yes	Yes*	Pers. adm.	Related work projects also accepted. *Approval required for nonacademic work only.
NEBRASKA																	
Lincoln	6 hrs each 6 yrs	X	...	X	X	X	X	...	...	...	...	...	No	Yes	No	Com. with classroom tchrs.	...
Omaha	B.A.--9 hrs each 6 yrs M.A.--6 hrs each 6 yrs	X	X	X	X	X	X	X	X	X	X	X	No	Yes	No	Com. with classroom tchrs.	Supervision of student teaching also accepted.
NEW MEXICO																	
Albuquerque	2 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NSL	No	NA	...

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
OHIO																	
Cincinnati	2 credit units 1st 3 yrs; then 4 credit units each 4 yrs	X	X	X	X	X	...	X	...	...	...	...	No	Yes	No	Com. of adms. and supers.	...
Columbus	3 hrs each 3 yrs	X	X	X	X	X	X	X	X	...	X	X	No	NSL	Yes	Com. with classroom tchrs.	Work experience also accepted.
OREGON																	
Portland	6 hrs each 4 yrs	X*	X	X	...	...	...	X	...	...	...	...	No	Yes	No	Dir. of Curric.	*Sch. system pays cost of a few courses.
TEXAS																	
Dallas	B.A.--4 hrs each 4 yrs M.A.--4 hrs each 6 yrs	X	X	X	X	...	...	...	...	...	...	X	NA	NA	NA	NA	Supervision of student teaching also accepted.
Lubbock	6 hrs each 4 yrs	X	..	...	...	...	...	...	...	...	...	...	No	No	Yes	Asst. supt.	...
Pasadena	6 hrs each 6 yrs	X*	...	X	X	...	...	...	...	...	...	X	No	NSL	Yes	Supt. and pers. adm.	*Sch. system pays fixed amount toward each course.
UTAH																	
Salt Lake City	6 qtr hrs each 5 yrs	X	...	X	...	X	...	...	...	...	...	...	No	No	Yes*	Pers. adm.	*Approval required for workshop and research.
VIRGINIA																	
Arlington	6 hrs each 5 yrs	X*	X	X	X	X	X	...	...	...	...	...	No	Yes	Yes	Pers. adm. and prin.	*Sch. system pays percent of cost of some courses.
Norfolk	6 hrs each 5 yrs	X*	...	X	X	X	X	X	...	...	X	...	No	Yes	Yes	Pers. adm. and prin.	*Sch. system pays percent of college courses offered in city schools.
WASHINGTON																	
Highline Dist., Seattle	9 credits each 6 yrs	X	...	X	X	X	...	X	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
WISCONSIN																	
Madison	10 hrs at steps 5, 9, and 13; 6 hrs at step 16	X	X	...	X	...	...	...	...	...	...	X	No	NSL	Yes*	Supt., pers. adm., and com. with classroom tchrs.	*Approval required for nonacademic activities.
Stratum 4--Enrollment 12,000-24,999																	
ARIZONA																	
Scottsdale, Phoenix ...	3 hrs each 3 yrs	X	...	X	X	X	...	...	X	...	...	...	Yes	Yes	Yes	Supt., pers. adm., and com. with classroom tchrs.	...
ARKANSAS																	
Fort smith	6 hrs each 6 yrs	X	X	X	X	...	...	...	...	...	...	X	No	NSL	Yes*	Supt.	*Approval required for nonacademic activities.

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a/ Semester hours unless otherwise stated.

PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 4--Enrollment 12,000-24,999 (Continued)																	
CALIFORNIA																	
Alhambra	4 hrs at steps 7 and 10	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Alum Rock, San Jose (Elem.)	4 hrs each 4 yrs	X	...	X	...	...	...	X	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Anaheim (Elem.)	6 hrs each 3 yrs	X	X	X	X	X	X	X	...	...	...	...	No	Yes	Yes	Supt., pers. adm., and com. with classroom tchrs.	Supervision of student teaching also accepted.
Compton (H. S.)	12 pts. each 3 yrs	X	X	X	X	X	X	X	X	X	X	...	No	Yes	No	Com. with classroom tchrs.	...
Downey	5 pts. each 5 yrs	X	X	X	X	X	X	...	...	...	...	...	No	Yes	Yes*	Com. with classroom tchrs.	Work experience also accepted. *Approval required for work exp., projects, and travel.
Grossmont (H. S.)	5 units each 4 yrs	X	X	X	X	X	...	X	...	...	...	X	No	Yes	Yes	Com. with classroom tchrs.	...
Jefferson, Santa Clara (Elem.)	6 hrs each 3 yrs	X	...	X	X	...	...	X	...	...	...	...	No	Yes	No	Supt., pers. adm., exec. sec., and com. with classroom tchrs.	...
Kern Co., Bakersfield (H. S.)	8 hrs each 5 yrs	X	...	X	X	...	X	X	X	X	X	X	Yes*	Yes	No	Com. with classroom tchrs.	Work experiences, lectures, prof. reading, ind. study also accepted. *Time off for conventions.
La Mesa-Spring Valley La Mesa (Elem.)	6 hrs each 4 yrs	X	X	X	...	...	...	X	...	X	...	...	No	Yes	Yes*	Pers. adm. and com. with classroom tchrs.	Supervision of student teaching also accepted. *Approval required for nonacademic work only. Policy being revised.
Modesto	4 hrs each 4 yrs	X	X	X	X	X	...	X	...	...	...	...	No	Yes	Yes*	Supt., pers. adm., and com. of adms. and supers.	*Approval required for lower division and non-academic activities.
Monterey	4 hrs each 4 yrs	X	...	X	X	X	X	X	...	...	...	...	No	Yes	Yes	Pers. adm.	Supervision of student teaching also accepted.
Ontario (Elem.)	NA	X	...	...	...	...	...	...	...	...	...	...	No	NSL	No	Pers. adm.	...
Vallejo	6 hrs each 4 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	No	Pers. adm.	...

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
COLORADO																	
Adams-Arapahoe Dist., Aurora	6 hrs each 5 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Littleton	B.A.--6 hrs each 3 yrs M.A.--6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	...
Grand Junction	6 hrs each 4 yrs	X	...	...	...	...	...	...	...	...	...	...	No	Yes	NA	Pers. adm. and com. with classroom tchrs.	...
Westminster	7½ qtr hrs each 3 yrs	X	X	X	X	X	...	X	...	...	...	...	No	Yes	No	Supt.	...
CONNECTICUT																	
New Britain	6 hrs each 5 yrs	X	...	X	X	X	...	...	...	...	...	...	No	NSL	Yes	Com. with classroom tchrs.	...
IDAHO																	
Boise	6 hrs each 5 yrs	X	X	X	X	X	X	X	...	...	...	...	No	Yes	Yes	Com. of adms. and supers.	...
ILLINOIS																	
Decatur	4 hrs each 4 yrs	X	X	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Com. with classroom tchrs.	...
East St. Louis	4 hrs each 5 yrs for 15 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	No	NA	...
Elgin	5 hrs each 5 yrs	X	X	X	X	X	X	X	X	X	X	X	Yes*	Yes	No	Com. with classroom tchrs.	Supervision of student teaching also accepted. *Time off on an individual basis.
INDIANA																	
Hammond	1 hr each yr	X*	X	X	X	X	X	X	...	...	X	X	No	Yes	Yes	Com. with classroom tchrs.	*Board of education gives financial aid on request if justified.
Washington Twp., Indianapolis	3 hrs each 3 yrs	X*	X*	X	X	X	...	...	...	...	...	X	Yes	Yes	Yes	Supt. and Com. with classroom tchrs.	*Sch. system pays for some courses.
IOWA																	
Cedar Rapids	5 hrs each 5 yrs	X	X	X	X	X	...	X	...	...	...	...	No	Yes	Yes	Supt.	...
Council Bluffs	6 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NA	Yes	Supt. and pers. adm.	...
Davenport	5 hrs each 5 yrs	X	...	...	X	...	...	X	...	...	...	...	No	Yes	No	Pers. adm.	...
Sioux City	NA	X	...	X	X	...	X	...	...	...	...	...	No	NSL	No	Supt. and Com. of adms. and supers.	...

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PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 4--Enrollment 12,000-24,999 (Continued)																	
IOWA (Continued)																	
Waterloo	5 hrs each 5 yrs	X	X	X	X	X	X	X	...	...	...	...	No	Yes	Yes	Pers. adm., dir. of inst., and dir. of elem. ed.	...
KANSAS																	
Shawnee Mission (H. S.)	B.A.--6 hrs each 4 yrs M.A.--6 hrs each 6 yrs	X	X	X	X	...	...	...	...	...	...	...	Yes*	Yes	Yes	Supt.	*Time off, but full salary deducted.
Topeka	B.A.--8 hrs each 5 yrs M.A.--6 hrs each 8 yrs	X	...	X	X*	...	...	...	...	...	...	...	Yes**	NSL	Yes	Supt. and dep. supt. of inst.	*Travel accepted only if college credit given. **Time off only if assigned.
KENTUCKY																	
Fayette Co. ..... (excl. Lexington)	6 hrs each 5 yrs	X	X	X	X	X	X	X	X	X	...	X	No	NSL	Yes	Com. of adms. and supers.	...
MASSACHUSETTS																	
Fall River	6 hrs each 5 yrs	X	X	X	X	X	...	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Lynn	6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	...
New Bedford	2 hrs for steps 4, 7, and 10	X	...	X	X	X	X	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	Supervision of student teaching also accepted.
Newton	6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	...
Pittsfield	B.A.--1 credit each yr M.A.--½ credit each yr	X	...	X	...	...	...	...	...	...	...	...	Yes*	Yes	Yes	Supt.	*Time off for NDEA grants that start before school closes.
Quincy	6 hrs each 5 yrs	X	...	X	X	...	...	...	...	...	...	...	Yes	Yes	Yes	Pers. adm. and com. of classroom tchrs.	...
Somerville	B.A.--10 hrs by step 8	X	...	X	...	...	...	...	...	...	...	X	No	Yes	Yes	Asst. supt.	Supervision of student teaching also accepted.
MICHIGAN																	
Birmingham	6 hrs each 3 yrs	X*	...	X	X	X	X	X	X	X	X	X	No	Yes	No	Com. with classroom tchrs. and supervisor	Supervision of student teaching also accepted. *Sch. system pays fixed amt toward each course.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Kalamazoo	B.A.--6 hrs each 4 yrs M.A.--2 hrs each 4 yrs	X	X	X	X	X	X	...	...	...	...	...	No	NSL	Yes	Supt.	...
MINNESOTA																	
Anoka	6 qtr hrs each 4 yrs	X*	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	*Sch. system pays fixed amt toward each course.
Bloomington	6 qtr hrs each 5 yrs	X*	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	*Sch. system pays 50% of cost of course.
Duluth	B.A.--6 qtr hrs each 6 yrs M.A.--6 qtr hrs each 7 yrs	X*	...	...	X	...	...	...	...	...	...	...	NA	NA	NA	NA	*Sch. system pays $75 toward cost of summer sch.
MISSOURI																	
Independence	5 hrs each 5 yrs	X	...	X	X	...	...	...	...	...	...	...	No	NA	Yes	Com. with classroom tchrs.	...
North Kansas City	6 hrs each 4 yrs	X	...	...	X*	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	*Travel accepted only after tchr has 18 hrs beyond M.A.
Raytown	6 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	...
Ritenour Dist., Overland	B.A.--6 hrs each 4 yrs M.A.--6 hrs each 5 yrs	X*	X	X	X	...	...	X	...	...	...	X	Yes	Yes	Yes**	Supt.	*Sch. system pays fixed amt toward each course. **Approval required only when tchr is reimbursed.
Springfield	5 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Pers. adm., asst. supts., and com. with classroom tchrs (rep. SEA)	...
MONTANA																	
Billings	7 qtr hrs each 6 yrs	X	...	X	X	...	X	X	...	...	...	...	No	Yes	Yes	Supt. and com. with classroom tchrs.	...
Great Falls	6 hrs each 5 yrs	X	...	...	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt. and pers. adm.	...
OHIO																	
Berea	6 hrs each 3 yrs till M.A.	X	X	X	...	...	...	...	...	...	...	...	No	Yes	No	N.A.	Supervision of student teaching also accepted.
Cleveland Heights-University Heights, Cleveland Heights	3 hrs each 3 yrs	X	X	X	...	X	X	...	...	...	...	...	No	Yes	Yes	Supt. and pers. adm.	Requirements being studied for revision.
Hamilton	B.A.--6 hrs each 4 yrs	X	...	...	...	...	...	...	...	...	...	...	Yes*	Yes	Yes	Supt.	*Time off only occasionally.

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PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 4--Enrollment 12,000-24,999 (Continued)																	
OHIO (Continued)																	
Lorain	4 hrs 1st 5 yrs; then 5 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	X	Yes	No	Pers. adm.	...
Mansfield	5 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	...
Middletown	6 hrs each 4 yrs	X	...	X	X	X	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	Work experience also accepted.
South-Western Dist., Grove City	6 hrs each 5 yrs	X*	...	X	X	...	...	X	...	X	...	...	No	Yes	No	Com. with classroom tchrs.	*School system pays fixed amt toward each course.
Springfield	B.A.--4 hrs each 4 yrs M.A.--2 hrs each 4 yrs	X	X	X	X	...	X	X	X	...	X	X	No	NSL	No	Com. with classroom tchrs.	...
Warren	B.A.--3 hrs each 3 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	Yes	Pers. adm. and com. with classroom tchrs.	...
OKLAHOMA																	
Lawton	5 hrs each 5 yrs	X	...	X	X	X	...	...	...	...	...	...	Yes	NSL	Yes	Pers. adm.	...
Midwest City	4 hrs each 4 yrs	X	X	X	...	...	...	...	...	...	...	...	No	NSL	No	Pers. adm.	Supervision of student teaching also accepted.
OREGON																	
Beaverton	B.A.--12 qtr hrs each 6 yrs M.A.--9 qtr hrs each 6 yrs	X*	...	X	X	X	...	...	...	...	...	X	X	Yes	X	Pers. adm.	*Sch. system pays percent of cost of each course.
Eugene	8 qtr hrs each 3 yrs	X	X	X	X	X	...	...	...	...	...	...	No	Yes	Yes*	Pers. adm., com. of adms. and supers., and com. with classroom tchrs.	*Approval required for nonacademic work.
SOUTH DAKOTA																	
Sioux Falls	B.A.--4 hrs each 5 yrs M.A.--6 hrs each 6 yrs	X	X	X	...	...	...	X	...	...	...	...	No	NA	Yes	Supt.	...
TEXAS																	
Abilene	6 hrs each 3 yrs	X*	X	X	...	...	...	...	...	...	...	...	X**	NSL	Yes	Com. of adm. and supers.	*Sch. system pays part or total cost of course. **2 hrs off each month plus workshops.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Mesquite	Must get M.A. in 10 yrs; then 3 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	Yes*	Yes	No	Pers. adm.	*Full salary deducted for time off.
North-East Dist., San Antonio	6 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	Yes	No	Pers. Adm.	...
Port Arthur	6 hrs each 3 yrs	X	...	...	X*	...	...	...	...	...	...	...	No	Yes	Yes**	Supt. and dir. of elem. and sec. educ.	*Travel accepted only after M.A. **Approval required for work not leading to a degree.
Tyler	B.A.--2 hrs each 4 yrs M.A.--2 hrs each 5 yrs	X	...	X	X	...	...	...	...	...	...	...	Yes*	NSL	No	Pers. adm.	*For inservice, sch. gives 1-1/2 hrs, tchrs 1-1/2 hrs.
VIRGINIA																	
Hampton	3 hrs each 3 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	...
WASHINGTON																	
Bellevue	12 qtr hrs each 6 yrs	X	X	X	X	X	X	X	X	X	...	X	Yes*	Yes	Yes	Com. with classroom tchrs.	*Released time by special arrangement; system pays substitute.
Clover Dist. #400, Lakewood Center	6 hrs each 5 yrs	X	X	X	X	...	...	X	...	...	...	X	No	Yes	No	Pers. adm.	...
Edmonds Dist. #15, Lynnwood	6 qtr hrs each 6 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt. and com. with classroom tchrs.	...
Renton	7 qtr hrs each 6 yrs	X	X	X	X	X	...	X	...	...	...	...	No	Yes	Yes*	Pers. adm. or dir. of instr.	*Approval required for nonacademic work only.
Shoreline	12 qtr hrs each 6 yrs	X	X	X	...	...	...	...	...	...	...	...	No	Yes	No	Pers. adm.	...
WISCONSIN																	
West Allis	B.A.--6 hrs each 5 yrs M.A.--6 hrs each 3 yrs	X	...	...	X*	...	...	...	...	...	...	...	NA	NA	NA	NA	*Travel accepted only if college credit given.
Stratum 5--Enrollment 6,000-11,999																	
ARIZONA																	
Glendale (H. S.)	3 hrs each 4 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt. and pers. adm.	...
Phoenix (Elem.)	3 hrs each 3 hrs	X*	...	...	...	...	...	...	...	...	...	...	No	NSL	Yes	Pers. adm.	*About 150 tchrs enroll in free district-planned course.
ARKANSAS																	
El Dorado	6 hrs each 5 yrs	X*	...	X	X	...	...	...	...	...	...	...	No	NA	No	Com. with classroom tchrs.	*Sch. system pays fixed amt toward each course.

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PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a/]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 5--Enrollment 6,000-11,999 (Continued)																	
CALIFORNIA																	
Alvord Dist., Riverside	6 hrs each 4 yrs	X	X	X	...	X	X	X	X	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	Supervision of student teaching also accepted.
Arcadia	4 hrs each 3 yrs	X	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	...
Baldwin Park	4 hrs each 3 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	No	Pers. adm. and com. with classroom tchrs.	Adult ed. h. s. courses, first aid, and child study also accepted.
[illegible]ro Valley	6 units each 4 yrs	X	...	X	X	...	...	...	...	...	...	...	No	NA	No	Pers. adm. and com. with classroom tchrs.	...
Chico	4 hrs each 4 yrs	X*	X	X	X	X	X	...	...	...	...	...	No	Yes	Yes	Pers. adm. and com. with classroom tchrs.	*Sch. system sometimes pays for college courses.
Chino	3 hrs each 4 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NA	No	Pers. adm. and com. with classroom tchrs.	...
Chula Vista (Elem.)	6 units each 4 yrs	X	...	X	...	...	...	...	...	...	...	...	Yes	Yes	Yes	Supt.	Supervision of student teaching and adult edu. courses also accepted.
Clovis	4 units each 4 yrs	X	...	X	X	...	...	X	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Corona	4 hrs each 4 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	No*	Com. of adms. and supers.	*Approval required for lower division courses.
El Monte (Elem.)	4 hrs each 3 yrs	X	...	X	X	...	...	X	...	...	...	...	No	NSL	No	Pers. adm. and com. with classroom tchrs.	...
El Monte (H. S.)	6 hrs each 6 yrs	X	X	X	X	X	X	X	X	X	X	X	No	Yes	Yes	Supt. and com. with classroom tchrs.	Supervision of student teaching also accepted.
Fremont (H. S.)	Amt. decided by Prof. Relations Com.	X	...	X	...	...	...	X	...	...	...	X	No	Yes	Yes	Pers. adm. and com. of adms. and supers.	...
Folsom	4 units each 3 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	No	Pers. adm.	...
Huntington Beach	6 hrs each 3 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes*	Pers. adm., com. of adms. and sups., and com. with classroom tchrs.	*Approval required for travel only.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Laguna Salada Dist., Pacifica	6 hrs in any 4 yrs	X	X*	X	X	...	...	...	...	...	...	X	No	Yes	Yes	Pers. adm. and com. of classroom tchrs.	*Sch. system pays cost if authorized in advance.
Little Lake (Elem.) ...	4 hrs each 3 yrs	X	...	X	X	X	X	X	..	...	...	...	No	NSL	No	Com. with classroom tchrs.	...
Newport Harbor, Newport Beach (H. S.)	6 hrs each 3 yrs	X	...	X	X	X	...	X	X	X	X	...	No	Yes	Yes	Supt.	...
Pittsburgh	4 units each 4 yrs	X	...	X	X	X	...	X	...	...	...	...	No	Yes	Yes*	Com. with classroom tchrs.	*Approval required for nonacademic work.
Redwood City (Elem.) ..	6 hrs each 4 yrs	X	X	X	X	...	...	X	...	...	...	...	No	Yes	Yes	Pers. adm.	...
[illegible] Linda	B.A.--6 hrs each 3 yrs till 24 units above B.A.	X	...	...	...	...	...	...	X	X	...	...	Yes	NSL	Yes	Supt. and com. with classroom tchrs.	Supervision of student teaching also accepted.
Rowland Dist., Rowland Heights (Elem.)	4 hrs each 3 yrs	X	X	X	X	X	X	X	X	...	...	...	No	Yes	Yes	Supt. and pers. adm.	Supervision of student teaching also accepted.
Salinas (H. S.)	B.A.--6 hrs each 4 yrs M.A.--4 hrs each 6 yrs	X	X	X	X	X	...	X	...	...	...	...	No	Yes	Yes	Pers. adm.	...
Santa Clara	6 hrs at steps 5 and 9	X	...	X	...	...	...	...	...	...	...	...	No	Yes	No	Asst. supt.	...
Santa Cruz	NA	X	...	X	...	...	X	X	...	...	...	...	No	Yes	Yes	Pers. adm.	...
Santa Rosa	6 hrs each 4 yrs	X	X	X	X	X	...	...	...	...	...	...	No	Yes	Yes*	Supt.	*Approval required for nonacademic work only.
Sequoia, Redwood City (H. S.)	4 hrs each 3 yrs	X	...	X	X	X	X	X	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
South San Francisco ...	B.A.--6 hrs each 3 yrs M.A.--6 hrs each 5 yrs	X	X	X	X	X	...	X	...	...	...	...	No	Yes	Yes	Supt. and asst. supt. for instr.	Supervision of student teaching also accepted.
COLORADO																	
Adams Co. Dist. #14, Commerce City	B.A.--6 hrs each 3 yrs M.A.--6 hrs each 4 yrs M.A.+45--6 hrs each 6 yrs	X	X	X	X	...	...	X	X	X	...	X	Yes*	Yes	No	Com. with classroom tchrs.	*Time off for prof. assn. com. work.
Adams Co. Dist. #12, Denver	7 qtr hrs each 3 yrs	X	X	X	X	...	...	X	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Englewood	6 qtr hrs each 6 yrs	X	X	X	X	X	...	X	X	X	X	X	Yes	Yes	No	Supt. and com. with classroom tchrs.	

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a/ Semester hours unless otherwise stated.

PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 5--Enrollment 6,000-11,999 (Continued)																	
COLORADO (Continued)																	
Greeley	B.A.--9 hrs each 3 yrs M.A.--9 hrs each 5 yrs	X	X	X	X	X	X	...	...	...	...	...	No	NSL	Yes	Supt. and com. with classroom tchrs.	...
Poudre Dist., Fort Collins	B.A.--11 qtr hrs each 5 yrs; M.A.--6 qtr hrs each 5 yrs	X	...	X	X	X	X	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
St. Vrain Valley, Longmont	B.A.--6 qtr hrs each 5 yrs M.A.--6 qtr hrs each 7 yrs	X	...	...	X	...	...	...	...	...	...	...	No	Yes	Yes*	Supt.	*Approval required for travel only.
CONNECTICUT																	
East Hartford	6 hrs each 5 yrs	X	X	X	X	X	X	X	...	...	X	X	No	Yes	Yes	Supt. and com. with classroom tchrs.	...
Enfield	6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt. and prin. or supt.	...
Fairfield	4 credits each 3 yrs	X	X	X	X	X	X	X	X	X	X	X	Yes	Yes	Yes	Pers. adm., com. of adms. and supers., and com. with classroom tchrs.	Supervision of student teaching also accepted.
Westport	5 hrs each 5 yrs	X*	X	X	X	X	X	X	X	X	...	...	No	Yes	Yes	Com. with classroom tchrs.	*Sch. system pays fixed amt for each course at 6th yr salary level only.
GEORGIA																	
Carroll Co. (excl. Carrollton)	5 qtr hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	No	Supt.	...
IDAHO																	
Idaho Falls	1 hr each 5 yrs	X*	...	X	X	X	X	X	...	...	...	...	No	NSL	Yes	Com. with classroom tchrs.	*Sch. system pays 50% of each course.
Pocatello	B.A.--6 hrs each 4 yrs M.A.--6 hrs each 6 yrs	X	X	X	X	...	...	X	...	...	...	...	No	NSL	Yes	Supt. and com. of adms. and supers.	...
ILLINOIS																	
Arlington Heights (Elem.)	5 hrs each 4 yrs	X	X	...	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	...

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Arlington Heights, Mt. Prospect (H. S.)	NA	X	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt. and pers. adm.	...
Aurora (East Side)	5 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	NA	NA	NA	NA	...
Aurora (West Side)	B.A.--6 hrs each 5 yrs	X	X	X	...	...	...	...	...	...	...	...	No	NSL	Yes	Per. adm.	...
Bloomington	B.A.--3 hrs each 5 yrs M.A.--2 hrs each 5 yrs	X	X	X	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	...
Champaign	6 hrs each 5 yrs	X	X	X	X	X	X	X	X	X	...	X	Yes*	Yes	No	Com. with classroom tchrs.	*Full pay deducted for time off.
Des Plaines (Elem.) ...	5 hrs each 6 yrs	X	X	X	X	X	X	X	X	X	X	X	Yes*	Yes	Yes	Supt.	Supervision of student teaching also accepted. *Time off for institutes, workshops, conventions, and committee work.
Elmhurst (Elem.)	B.A.--4 hrs each 4 yrs M.A.--4 hrs each 6 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	...
Freeport	5 hrs each 5 yrs	X*	...	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	Work experience also accepted. *Sch. system pays fixed amt toward each course.
Harlem Dist., Rockford.	B.A.--4 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	No	Pers. adm.	...
J. Sterling Morton Dist., Cicero (H. S.) .	3 hrs each 7 yrs	X*	...	X	X	X	X	X	X	X	X	X	Yes**	Yes	Yes	Division heads	*Sch. system pays toward cost for college courses given at sch. **Full salary deducted for some activities.
Joliet (Elem.)	3 hrs each 4 yrs	X	...	X	X	...	X	...	...	...	...	...	No	NSL	No	Supt.	Supervision of student teaching also accepted.
Kankakee	B.A.--4 hrs each 5 yrs M.A.--3 hrs each 6 yrs	X	X	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	Supt. may accept other professional activities as substitutes.
Maine Twp., Park Ridge (H. S.)	5 hrs each 5 yrs	X	X	X	X	X	X	X	X	X	X	X	NA	NA	NA	NA	Work experience also accepted.
Moline	5 hrs each 5 yrs	X	X	X	X	...	X	...	...	...	...	X	No	Yes	Yes	Supt.	...
Niles Twp., Skokie (H. S.)	5 hrs each 5 yrs	X*	X	X	X	X	X	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	Foreign exchange or university teaching, or unique prof. experience also accepted. *Sch. system pays fixed amt toward cost if tchr must live away in summer.
Palatine (Elem.)	4 hrs each 4 yrs	X	...	...	X	X	...	...	...	...	...	X	No	Yes	Yes	Supt.	...

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a/ Semester hours unless otherwise stated.

PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a/]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 5--Enrollment 6,000-11,999 (Continued)																	
ILLINOIS (Continued)																	
Park Ridge (Elem.)	4 hrs each 6 yrs	X*	X*	X	X	X	X	...	X	...	...	...	No	Yes	Yes	Supt. and com. with classroom tchrs.	Supervision of student teaching also accepted. *Sch. system pays fixed amt toward cost of course.
Proviso Twp., Maywood (H. S.)	4 hrs each 4 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt. or pers. adm.	...
Quincy	B.A.--5 hrs each 4 yrs	X	X	X	X	X	X	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	Supervision of student teaching also accepted.
Thornton Twp., Hawey (H. S.)	B.A.--5 hrs each 3 yrs M.A.--5 hrs each 5 yrs	X	X	X	X	X	X	X	X	X	...	...	No	Yes	Yes	Supt., pers. adm., and com. with classroom tchrs.	Supervision of student teaching also accepted.
Villa Park #88 (H. S.).	6 hrs each 5 yrs	X	X	X	X	X	X	...	...	X	...	X	No	Yes	Yes	Com. with classroom tchrs.	Work experience also accepted.
INDIANA																	
Elkhart	B.A.--6 hrs each 5 yrs M.A.--6 hrs each 10 yrs	X	X	X	X	X	X	X	...	...	...	...	No	NSL	Yes	Supt.	...
Lafayette	6 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	...
New Albany-Floyd Co., New Albany	5 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	NSL	No	Supt.	...
Warren Twp., Indianapolis	3 hrs each 3 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	No	Pers. adm.	...
IOWA																	
Burlington	6 hrs each 5 yrs	X	...	...	X	...	...	X	...	...	...	...	No	NSL	Yes	Supt.	...
Dubuque	6 hrs each 6 yrs	X*	...	X	X	X	...	X	...	...	...	...	Yes	NSL	Yes	Supt., Com. of adms. and supers., and com. with classroom tchrs.	*Sch. system pays fixed amt toward each course.
Fort Dodge	5 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	NSL	Yes*	Com. with classroom tchrs.	*Approval required for travel only.
Mason City	B.A.--6 hrs each 5 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	...
Ottumwa	5 hrs each 5 yrs	X	X	X	X	X	X	X	...	...	...	...	Yes*	NSL	Yes	Supt.	*Each request reviewed.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
KANSAS																	
Geary Co., Junction City	6 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	No	Supt.	...
Hutchinson	B.A.--6 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	Yes	Adm. asst. to supt.	...
Lawrence	6 hrs each 4 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	Work experience and adult edu. courses also accepted.
Overland Park (Elem.) .	B.A.--6 hrs each 4 yrs M.A.--4 hrs each 4 yrs	X	...	X	X	...	...	...	...	...	...	...	No	NSL	No	Supt.	...
Salina	B.A.--6 hrs each 6 yrs M.A.--6 hrs each 10 yrs	X	X	X	...	X	X	X	X	X	...	X	Yes*	Yes	No	Com. with classroom tchrs.	Supervision of student teaching also accepted. *Time off for conferences and prof. leave duties.
KENTUCKY																	
Lexington	6 hrs each 5 yrs	X	X	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Asst. supt. for instr.	...
Paducah	2 hrs each 4 yrs	X	X	...	...	...	...	...	...	...	...	...	Yes	NSL	Yes	Asst. supt. for instr.	...
MASSACHUSETTS																	
Arlington	6 credits each 5 yrs	X	X	X	X	X	X	X	X	...	X	X	No	Yes	Yes	Supt.	Supervision of student teaching also accepted.
Attleboro	6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	Yes*	NSL	Yes	Supt.	*Time off for conventions and institutes.
Beverly	B.A.--6 hrs each 3 yrs M.A.--4 hrs each 3 yrs	X	...	X	X	X	X	...	X	X	...	...	Yes*	Yes	Yes	Com. with classroom tchrs.	*Time off for conventions and institutes.
Braintree	NA	X	X	X	X	...	X	X	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Cambridge	B.A.--2 hrs each yr M.A.--1 hr each yr	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Framingham	6 hrs at steps 7 and 10	X	X	X	...	...	...	...	...	...	...	...	Yes*	Yes	Yes	Pers. adm. (assoc. supt.)	*1/2 day per month off for inservice courses.
Haverhill	2 hrs each 2 yrs	X	...	X	X	...	X	...	...	...	...	...	No	NSL	Yes	Supt.	Supervision of student teaching also accepted.
Lawrence	4 hrs each 4 yrs	X	...	...	X	X	...	...	...	...	...	...	No	NSL	Yes	Com. with classroom tchrs.	...
Medford	3 hrs each 3 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	...
Natick	3 hrs each 3 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NA	Yes	Supt.	...
Needham	2 hrs each 2 yrs	X	...	X	X	X	X	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	Supervision of student teaching also accepted.

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PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a/]	Activities accepted as fulfilling professional growth requirements: College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Administrative provisions: Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	Other information
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 5--Enrollment 6,000-11,999 (Continued)																	
MASSACHUSETTS (Continued)																	
Wellesley	1 course each 2 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NA	Yes	Supt.	...
Westfield	6 hrs each 5 yrs	X	X	...	...	...	...	...	...	...	...	...	No	Yes	No	Supt.	...
Weymouth	2 hrs each 3 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
MICHIGAN																	
Battle Creek	6 hrs each 4 yrs	X	X	X	X	...	...	...	...	...	...	X	No	Yes	Yes*	Supt. and asst. supt.	Supervision of student teaching also accepted. *Approval required for travel or work out of field.
Grosse Pointe	Evidence of growth each yr	X*	X	X	X	...	...	X	X	X	X	...	No	Yes	Yes	Pers. adm. and com. with classroom tchrs.	Supervision of student teaching also accepted. *Sch. system pays fixed amt toward course.
Hazel Park	3 hrs each 3 yrs	X	X	X	X	X	X	X	X	X	...	X	No	No	No	Supt.	...
MINNESOTA																	
Albert Lea	B.A.--6 qtr hrs each 4 yrs M.A.--6 qtr hrs each 6 yrs	X*	X	X	X	...	...	...	...	...	...	...	No	NSL	No	Supt.	*Sch. system pays fixed amt toward each course.
Edina-Morningside, Edina	B.A.--6 qtr hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Dirs of elem. and sec. edu.	...
Mankato	6 qtr hrs each 4 yrs	X	...	X	X	...	...	X	...	...	...	...	No	Yes	No	Supt.	...
Minnetonka	B.A.--6 qtr hrs each 4 yrs M.A.--6 qtr hrs each 5 yrs	X*	...	X	...	...	...	...	...	...	...	...	Yes	Yes	Yes	Com. with classroom tchrs.	*Sch. system pays fixed amt toward each course.
Mounds View	B.A.--6 hrs each 3 yrs till B.A. + 30 hrs	X*	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	*Sch. system pays fixed amt toward each course.
North St. Paul-Maplewood, North St. Paul ..	B.A.--6 qtr hrs each 4 yrs M.A.--6 qtr hrs each 5 yrs	X	X	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	...
Osseo	6 qtr hrs each 4 yrs	X*	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt. and pers. adm.	*Sch. system pays fixed amt toward each course.
Roseville Dist., St. Paul	4 hrs each 4 yrs	X	...	X	...	...	X	...	...	...	...	X	No	Yes	Yes	Supt.	...

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
White Bear Lake	B.A.--6 qtr hrs each 4 yrs M.A.--6 qtr hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	...
MISSOURI																	
Hazelwood	4 hrs each 3 yrs	X	X	X	X	X	...	...	...	...	...	...	No	Yes	Yes	Supt. and prin.	...
Hickman Mills	B.A.--6 hrs 6 yrs M.A.--4 hrs each 4 yrs	X	X	X	X	....	...	...	...	...	...	X	No	Yes	Yes	Pers. adm.	*Approval required for nonadademic work.
Joplin	6 hrs each 5 yrs	X	X	X	X	X	X	X	...	...	...	X	No	Yes	Yes	Com. with classroom tchrs.	...
Lindbergh Dist., St. Louis	6 hrs each 4 yrs	X	X	X	X	X	X	X	...	...	...	...	No	Yes	No	Supt.	...
Mehville Dist., St. Louis	6 hrs each 3 yrs	X*	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	*Sch. system pays fixed amt toward each course.
Normandy Dist., St. Louis	6 hrs each 5 yrs	X*	...	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	*Sch. system pays tuition for each course.
Parkway Dist., Chesterfield	3 hrs each 3 yrs	X	X	X	X	X	...	...	...	...	...	...	No	Yes	Yes	Supt. and pers. adm.	...
Pattonville Dist., Maryland Heights	B.A.--6 hrs each 4 yrs M.A.--6 hrs each 5 yrs	X	X	X	X	X	X	X	...	...	...	...	No	NSL	Yes	Supt. and com. with classroom tchrs.	...
Riverview Gardens Dist., St. Louis	B.A.--6 hrs each 4 yrs M.A.--6 hrs each 6 yrs	X	...	X	X	X	...	X	...	...	...	...	No	Yes	Yes*	Supt., pers. adm., and com. with classroom tchrs.	*Approval required for nonacademic work only.
University City	NA	X	X	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Prin.	...
Webster Groves	B.A.--6 hrs each 4 yrs M.A.--6 hrs each 5 yrs	X*	...	X	X	X	...	...	...	...	...	...	No	Yes	Yes	Pers. adm.	*Sch. system pays fixed amt toward cost of each course. Policy currently under revision.
NEBRASKA																	
Bellevue	6 hrs each 5 yrs	X	...	...	X*	...	X*	...	X*	X*	...	X*	No	Yes	Yes	Com. with classroom tchrs.	*Activities accepted only from tchrs with M.A.
Westside Dist., Omaha .	9 hrs each 5 yrs	X	X*	X	...	...	...	X	...	...	...	...	No	Yes	Yes	Supt. and Pers. adm.	Special projects also accepted. *Sch. system pays total cost of course.
NEW HAMPSHIRE																	
Nashua	6 hrs at step 6; 2 hrs at steps 7, 8, 9, and 10	X	...	X	...	...	...	...	...	...	...	...	Yes*	NA	Yes	Supt.	*Time off if summer session begins before sch. closes.

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'a/ Semester hours unless otherwise stated.

PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 5--Enrollment 6,000-11,999 (Continued)																	
NEW JERSEY																	
Neptune	2 credits each 2 yrs	X	X	X	X	...	...	X	...	...	X	...	No	Yes	Yes	Supt.	Supervision of student teaching also accepted.
Teaneck	B.A.--6 hrs each 5 yrs M.A.--6 hrs each 6 yrs M.A.+30--6 hrs each 7 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NA	Yes	Supt.	...
Union City	2 pts each 3 yrs	X	X	X	...	...	...	X	...	...	...	...	No	Yes	Yes	Supt.	Supervision of student teaching also accepted.
Union Co., Union	NA	X	...	X	X	X	X	...	X	...	X	...	No	Yes	Yes	Supt.	...
NEW MEXICO																	
Clovis	6 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	NSL	No	Com. with classroom tchrs.	...
Santa Fe	6 hrs each 5 yrs	X	...	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Supt. and pers. adm.	...
NEW YORK																	
Colonie Dist. #1, Albany	6 hrs for step 14	X*	X	X	X	...	...	...	...	...	...	...	No	Yes	No	Supt.	*Salary credit @ $10 a credit hr.
Uniondale	4 hrs at step 11	X	...	...	...	...	...	...	...	...	...	...	Yes*	Yes	Yes	Supt.	*Time off if summer session starts before sch. closes.
NORTH DAKOTA																	
Grand Forks	4 hrs each 3 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NA	NA	NA	...
OHIO																	
Alliance	5 hrs each 5 yrs	X	...	X	X	...	...	...	...	...	...	...	No	No	No	Com. with classroom tchrs.	...
Ashtabula	B.A.--10 hrs at steps 10, 11, and 12	X	...	...	...	...	..	...	...	...	...	...	No	NSL	No	Supt. and pers. adm.	...
Bedford	6 hrs each 5 yrs	X	X	X	X	X	X	X	X	X	X	X	Yes*	NSL	Yes	Com. with classroom tchrs.	Supervision of student teaching and extended duty service also accepted. *Time off to attend sch. workshops on a matching time basis with full salary deducted.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Chillicothe	5 hrs each 4 yrs	X	X	X	...	X	X	X	X	...	...	X	Yes*	NSL	Yes	Com. elected by tchrs.	Prof. reading program and supervision of student teaching also accepted. *Time off for conferences.
Cuyahoga Falls	6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	...
Euclid	6 hrs at steps 6 and 11	X	...	...	...	...	...	...	...	...	...	...	No	Yes	Yes*	Supt.	*Approval required only for work beyond M.A.
Findlay	6 hrs each 5 yrs	X	...	...	X	...	X	...	...	...	...	...	No	NSL	No	Supt.	...
Lakewood	5 hrs each 5 yrs	X	X	X	X	X	X	X	...	...	...	...	No	Yes	No	Supt., prin., and com. with classroom	Supervision of student teaching also accepted.
Lancaster	6 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes*	Supt.	*Approval required only for workshops.
Maple Heights	6 hrs each 5 yrs	X	X	X	...	X	X	...	...	...	...	...	Yes*	Yes	Yes	Supt.	*Time off varies; sometimes 2 weeks a year.
Massilon	6 qtr hrs each 5 yrs	X	X*	X	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	*Sch. system pays part or total cost of each course.
Northwest Dist., Cincinnati	B.A.--4 hrs at steps 5 and 9; M.A.--4 hrs at step 9	X	...	X	...	...	...	X	...	...	...	X	No	Yes	Yes	Supt. and pers. adm.	...
Princeton Dist., Cincinnati	3 hrs each 3 yrs	X*	...	X	X	X	X	X	...	...	...	...	No	NSL	Yes	Supt.	*Tuition certificates available to nearby univ.
Sylvania	6 hrs each 5 yrs	X*	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt., prin., and dir. of instr.	*Sch. system pays fixed amt toward each course.
West Clermont	4 hrs each 4 yrs	X	...	...	X	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	...
OKLAHOMA																	
Ponca City	B.A.--4 hrs each 4 yrs M.A.--3 hrs each 4 yrs	X	...	X	X	...	...	...	...	...	...	X	No	NSL	Yes*	Supt.	Supervision of student teaching also accepted. *Approval required for travel only.
OREGON																	
Coos Bay	8 qtr hrs each 4 yrs	X	...	X	X	X	X	...	...	...	...	X	No	Yes	Yes	Supt.	...
Corvallis	6 qtr hrs each 3 yrs	X*	...	X	X	...	...	...	...	...	...	X	Yes	Yes	Yes	Supt., pers. adm., and com. with classroom tchrs.	*Sch. system pays percent of some courses.
Medford	8 qtr hrs each 3 yrs	X	X	X	X	X	X	X	...	...	...	X	Yes*	Yes	Yes	Pers. adm.	Supervision of student teaching also accepted. *Time off to attend workshops and confs.

NA = Not available.
NSL = No sabbatical leave.
a/ Semester hours unless otherwise stated.

PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

System and enrollment stratum	Growth requirement in semester hours[a]	Activities accepted as fulfilling professional growth requirements											Administrative provisions				Other information
		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Some time off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 5--Enrollment 6,000-11,999 (Continued)																	
OREGON (Continued)																	
Springfield	B.A.--8 credits each 3 yrs M.A.--8 credits each 5 yrs	X	X*	X	X	X	X	X	X	X	X	X	Yes**	NSL	No	Com. with classroom tchrs.	Work experience and supervision of student teaching also accepted. *Sch. system pays cost of some courses. **Time off for conferences and workshops.
TEXAS																	
Bryan	6 hrs each 3 yrs	X	...	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Pers. adm. and prin.	...
Galena Park	NA	X	X*	X	X	X	...	...	...	...	...	X	Yes	Yes	Yes	Supt.	Supervision of student teaching also accepted. *Sch. system pays cost of each course.
La Marque	B.A.--6 hrs each 3 yrs M.A.--6 hrs each 6 yrs	X*	...	X	X	X	...	...	...	...	...	...	No	No	Yes	Supt. and pers. adm.	*Sch. system pays $10 per credit hr.
Longview	B.A.--6 hrs each 3 yrs M.A.--3 hrs each 3 yrs	X	...	X	X	...	...	X	...	...	...	...	No	Yes	No	Com. of adms. and supers.	...
Texarkana	3 hrs each 3 yrs	X	...	X	...	...	...	...	...	...	...	...	Yes*	NSL	No	Supt. and pers. adm.	*Time off for inservice training.
VIRGINIA																	
Augusta Co. ..... (excl. Staunton)	6 hrs each 5 yrs	X*	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes	Supt. and dir. of instr.	*Sch. system pays percent of each course.
Pulaski Co.	NA	X*	...	...	...	...	...	...	...	...	...	...	No	NSL	No	Supt.	*Sch. system pays cost of course when offered in system schs.
WASHINGTON																	
Auburn	5 qtr hrs each 4 yrs	X	...	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt.	...
Bellingham	6 hrs each 5 yrs	X	...	X	X	X	X	X	...	...	...	X	No	Yes	Yes	Com. with classroom tchrs.	Summer college teaching also accepted.
Central Valley Dist., Spokane	5 hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	...
Federal Way	10 qtr hrs each 6 yrs	X	X	X	...	X	X	X	X	...	...	X	No	No	No	Com. with classroom tchrs.	...
Kennewick	9 qtr hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	Yes	Yes*	Supt. and pers. adm.	*Approval required for work beyond M.A.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Kent	5 hrs each 3 yrs	X	X	X	X	...	...	...	...	...	...	...	NA	NA	NA	NA	...
Lake Washington Dist., Kirkland	9 qtr hrs each 6 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt. and com. with classroom tchrs.	...
Moses Lake	9 qtr hrs each 5 yrs	X	...	X	X	...	...	X	...	...	...	...	No	Yes	Yes	Com. with classroom tchrs.	...
Northshore Dist., Bothell	9 qtr hrs each 6 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	No	Com. with classroom tchrs.	...
Olympia	6 qtr hrs each 4 yrs	X*	X	X	X	...	...	X	...	...	...	X	Yes**	Yes	Nc	Supt. and adm. asst.	Approved adult edu. courses also accepted. *Sch. system pays cost of each course when a dist. requirement. **Time off for workshops.
Puyallup	7 qtr hrs each 5 yrs	X	...	X	...	...	...	...	...	...	...	...	No	NSL	Yes*	Com. with classroom tchrs.	*Approval required for nonacademic work.
Yakima	12 hrs each 5 yrs	X	X	X	X	X	X	...	...	...	...	X	Yes*	No	No	Com. with classroom tchrs.	Supervision of student teaching also accepted. *Time off for prof. meetings.
WISCONSIN																	
Appleton	6 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	...
Beloit	6 hrs each 4 yrs	X*	...	...	X	...	...	...	...	...	...	X	No	NSL	Yes	Supt.	*Sch. system pays percent of each course.
Elmbrook Dist., Brookfield	6 hrs each 5 yrs	X	...	...	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	...
Eau Clair	B.A.--4 hrs each 4 yrs M.A.--4 hrs each 5 yrs	X	X	X	X	...	X	...	...	...	...	X	No	Yes	Yes	Supt.	...
Fond du Lac	4-8 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	X	Yes	Yes	Yes	Supt.	Supervision of student teaching also accepted. Policy under revision.
Green Bay	5 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	...	No	Yes	Yes	Supt. and com. of adms. and supers.	...
Janesville	B.A.--6 hrs each 4 yrs M.A.--6 hrs each 5 yrs	X*	...	X	X	...	...	X	...	...	...	...	NA	NA	Yes	Dir. of instr.	Exchange teaching also accepted. *Sch. system pays fixed amt toward each course.
La Cross	B.A.--10 hrs by step 10	X	...	...	...	...	...	...	...	...	...	...	No	Yes	No	Supt.	...
Manitowoc	B.A.--4 hrs each 4 yrs M.A.--4 hrs each 6 yrs	X*	...	X	...	...	...	...	...	...	...	...	No	NSL	Yes	Supt.	*Sch. system pays 10%.

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PROFESSIONAL GROWTH REQUIREMENTS FOR CLASSROOM TEACHERS, 1965-66

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		College courses for credit	Non-credit courses	School workshops	Travel	Research	Professional writing	School committee work	Professional associations: Holding office	Professional associations: Committee work	Community projects	Conferences and conventions	Sometime off with pay	Sabbatical leave activities	Prior approval required	Who evaluates activities	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Stratum 5--Enrollment 6,000-11,999 (Continued)																	
WISCONSIN (Continued)																	
Oshkosh	4 hrs each 5 yrs	X	X	X	X	...	...	...	...	...	...	X	No	NSL	Yes	Supt.	...
Waukesha	6 hrs each 5 yrs	X*	X	X	...	...	...	...	...	...	...	X	No	NSL	No	NA	*Sch. system pays fixed amt toward each course.
Wausau	5-8 hrs each 6 yrs	X	...	X	X	...	...	...	...	...	...	...	No	NSL	Yes	Pers. adm.	
Wauwatosa	6 hrs each 4 yrs	X	X	X	X	X	X	X	X	X	X	X	No	No	Yes	Com. of adms. and supers.	Supervision of student teaching also accepted.